

SUBJECT: *Opportunity*

Career Opportunities for Women

FROM:

Chief, Polygraph Division

DIVISION

NO:

DATE 22 March 1954

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom. Draw a line across column after each comment.)

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22 March 1984

MEMORANDUM FOR: Chief, Policy and Plans Group

FROM:

Chief, Polygraph Division

SUBJECT: Career Opportunities for Women

REFERENCE: DDA 84-0759/1

1. At this point in time the question of getting more women into supergrade positions in the Office of Security would be premature. We do not as yet even have a GS-14 female officer. Consequently, it would seem that the logical thought process in our Office would be to concentrate on the question of which women can be considered the most likely candidates for promotion to the GS-14 level.

2. I think the Office of Security has one of the best records in the Agency with respect to providing professional opportunities for women. The fact that they have not as yet reached management level is basically a question of time and experience. Our women are not progressing more slowly than our male professionals have historically progressed. Nevertheless, I think it would behoove the Office to ensure that it is providing the challenging assignments to its better women to provide them with the opportunities for demonstrating their managerial potential. These assignments should be varied and should demand some flexibility. In other words, our women must be made to understand that they have to compete on the same basis as the men. In my opinion, our women are somewhat less flexible geographically. There is no question in my mind that some of them have management potential but they need to get the diversified experience that is required to handle the challenges of management.

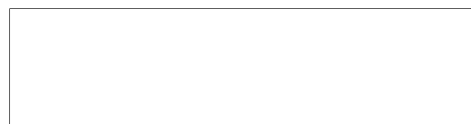
3. As an immediate task, I think the Office should construct a list of potential GS-14's among the female professionals and plot out a number of potential assignments that, if handled competently, will inevitably lead to promotion. I think it is time that we convey to our women that we are serious about finding among them candidates for promotion

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as opposed to the somewhat catch-as-catch-can manner in which people receive assignments. We need to be able to give the better women a clear path and ensure a guarantee of promotion as they accept and handle well the assignments plotted out for them.

4. It follows that competent performance at the GS-14 level would then open the doors to progress, ultimately at the supergrade level. I think we have some excellent women and I think it would very much be in our interest to let the ones in whom we have the highest confidence know this explicitly. I think this would give them the momentum to demonstrate their capabilities and we would all benefit from the results.

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